

**RESOLUTION
PLAN OF ACTION FOR
DIVERSITY, EQUALITY, INCLUSION, AND JUSTICE**

WHEREAS, the Mayor and Council recognize that diversity, equality, inclusion, and justice are vital to a better understanding of our citizens' various perspectives as well as the performance of public service to the residents and businesses of Watchung; and

WHEREAS, the Mayor and Council understand that representation from a wide range of groups is an essential element in staffing Borough departments that serve Watchung residents; and

WHEREAS, the Mayor and Council are committed to garnering participation of all groups within Municipal operations by seeking to recruit, hire, and retain employees from the various groups that reflect the diversity of the community; and

WHEREAS, the Mayor and Council are dedicated to learning how real, systemic, and transformational change may be necessary to rid our government, police, economy, and all other aspects of our culture of the racism that daily harms so many in our society; and

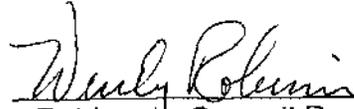
WHEREAS, the Mayor and Council recognize that the commitment to diversity, equality, inclusion, and justice requires continuous efforts and actions over the long term;

NOW, THEREFORE, BE IT RESOLVED, that the Mayor and Council of the Borough of Watchung through its Ad Hoc Committee on Investigating Diversity ("Ad Hoc Committee"), will conduct a review of all policies, procedures, complaints, and other records to ensure that they protect the rights of minorities and are not biased towards a select segment of the population, and

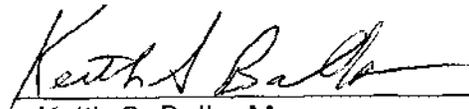
BE IT FURTHER RESOLVED the Mayor and Council will:

- 1) Conduct one meeting for each of the Borough's five voting Districts within the guidelines of social distancing to enlist residents' input on issues of justice, equality, diversity, and inclusion; and
- 2) Moderate each meeting with the objective of listening to the concerns and issues expressed by the residents and their recommendations for solutions for improvement from the community. Each meeting will be moderated by the Mayor and two Council members; and
- 3) Consolidate district meeting outcomes to review all issues, concerns, and recommendations;

- 4) Coordinate meeting results with reporting from the Ad Hoc Committee; and
- 5) Consult with professionals regarding best practices for conducting district meetings, establishing a public-input committee, and implementing solutions;



Robinson, Council President



Keith S. Balla, Mayor

Date: June 18, 2020
Index: Misc.